

Finishing Strong for Teacher Evaluation: 2014-15

The following are recommendations from the AchieveNJ Advisory Committee (ANJAC) for districts to consider in anticipation of the conclusion of the school year. ANJAC is composed of teachers, school and district leaders, and others who are actively engaged in evaluation implementation.

Summative Ratings and Annual Conferences
1. Ensure that the district has a specific plan for collecting and analyzing data for domains that are not evaluated through direct classroom observation, e.g. planning, professional responsibilities. All district evaluators should follow similar approaches for collecting and assessing the data.
2. Take time at administrative meetings to discuss the district approach to summary reports so there is consistency across the district.
3. Discuss how administrators will conduct effective annual conferences using all available data, including SGOs.
4. Notify non-tenured teachers of contract status for 2015-16 on or before May 15.
5. Determine whether any teachers will not receive summative ratings, i.e, teachers expecting to receive mSGP scores and those in special situations who do not have the required components for the summative score (see Evaluation Requirements and Guidance for Teachers with Extended Leaves for more information). Develop a plan for communicating such situations.
6. Develop and share a schedule for and conduct annual conferences with each teacher by the end of the school year.
Professional Development and Tenure
7. Guide teachers to develop professional development plans (PDPs) related to areas of need as highlighted by their evaluation data.
8. Provide guidance on the district's approach to Corrective Action Plans (CAPs) to all administrators. Determine necessary recipients of CAPs and communicate the process, including potential tenure charges for teachers with Partially Effective or Ineffective ratings for the second consecutive year (see Evaluation Requirements and Tenure Charges Guidance).
9. Review evaluation data and identify Highly Effective educators. Review district recognition programs for alignment with evaluation data and consider approaches to maximize the impact of exemplary educators on colleagues and students.
Learning from Year Two
10. Collect survey information from certificated staff regarding the evaluation process.
11. Work with the District Evaluation Advisory Committee (DEAC) to create a year-end reflection about the first year of AchieveNJ, including survey data and preliminary analysis of summary data. Consider presentations to staff and Board of Education.
12. Ensure school and district PD plans for 2015-16 incorporate evaluation data, student data, survey data, and feedback from School Improvement Panels (SciPs) and the DEAC.

For More Information

- Visit the AchieveNJ website at www.nj.gov/education/AchieveNJ.
- Questions or feedback? E-mail educatorevaluation@doe.state.nj.us, or call the AchieveNJ Help Line at 609-777-3788.